

## CIVIL RIGHTS COMMISSION[161]

### Notice of Intended Action

**Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)“b.”**

**Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.**

Pursuant to the authority of Iowa Code section 216.5, the Iowa Civil Rights Commission hereby gives Notice of Intended Action to amend Chapter 8, “Discrimination in Employment,” Iowa Administrative Code.

These amendments are proposed to facilitate public understanding of the administrative rules by more accurately representing agency procedure and statute coverage. Specifically, rule 161—8.46(216) is rescinded, and its content is adopted in a new preamble that is applicable to the entire chapter.

Any interested persons may make written comments on the proposed amendments on or before 4:30 p.m. on April 6, 2010. Written comments should be addressed to the Iowa Civil Rights Commission, Grimes State Office Building, Des Moines, Iowa 50319. Comments may also be submitted by fax to (515)242-5840 or by E-mail to [ralph.rosenberg@iowa.gov](mailto:ralph.rosenberg@iowa.gov).

A public hearing will be held in the Commission Office, First Floor South, Grimes State Office Building, East 14th and Grand Avenue, Des Moines, Iowa, from 2 to 4 p.m. on April 6, 2010. At this time, persons may present their views either orally or in writing. Persons who intend to attend the public hearing and have special requirements, such as those related to hearing or mobility impairments, should contact the Commission and advise of specific needs.

The proposed amendments are subject to the Commission’s general waiver provisions found at 161—Chapter 15.

These amendments are intended to implement Iowa Code sections 216.5 and 216.6.

The following amendments are proposed.

ITEM 1. Amend 161—Chapter 8 by adopting the following new preamble:

#### PREAMBLE

#### GENERAL PRINCIPLES

References to “employer” and “employers” in these rules state principles that are applicable not only to employers but also to labor organizations and to employment agencies insofar as their action or inaction may adversely affect employment opportunities as defined in the Act (Iowa Code section 216.6).

ITEM 2. Rescind and reserve rule **161—8.46(216)**.